

Overview of stock options for employees

Year of issue ¹	Outstanding at 31 Dec. 2014	In 2015				Outstanding at 31 Dec. 2015	Fair value on grant date (€)	Exercise price (€)	Exercise period until
		Granted	Exercised	Average price (€)	Forfeited/ expired				
2011	236,675	-	(41,830)	52.84	(2,470)	192,375	10.35	46.20	May 2016
2012	194,060	-	(32,755)	52.50	(2,460)	158,845	6.79	40.90	May 2017
2013	188,295	-	(28,875)	53.35	(3,855)	155,565	6.51	48.91	May 2018
2014	308,460	-	(33,185)	54.05	(12,970)	262,305	5.68	52.00	May 2019
2015	-	130,385	(15,765)	53.84	(555)	114,065	4.50	50.98	May 2020
2015 Total	927,490	130,385	(152,410)	53.23	(22,310)	883,155			
2014 Total	708,387	314,660	(74,797)	49.88	(20,760)	927,490			

¹ Based on the 2009 result, no employee option rights were granted in 2010